



UNIVERSITY
OF WOLLONGONG
AUSTRALIA

U



W

Management Cadetship
Program

2025

2025 MANAGEMENT CADETS



Cooper Appleby
Bachelor of Business



Rowan Keyes
Bachelor of Business



Charlotte Flynn
Bachelor of Business



Portia Johnson
Bachelor of Communications and Media



Dinushi Pallimulla
Bachelor of Business



Mica Heslop
Bachelor of Business



Emily Tideswell
Bachelor of Business



Kade Bradley
Bachelor of Business

OVERVIEW

The Management Cadetship Program, coordinated by Talent and Organisational Development (TOD) within the People and Culture Division, has been operating at UOW since 1984. Offered annually to two first-year students pursuing a business-related degree, the 4-year program provides a unique blend of hands-on professional experience with academic study, enabling Cadets to gain both practical skills and theoretical knowledge to propel their careers. Eligible bachelor's degrees include:

- Bachelor of Business
- Bachelor of Communications and Media
- Bachelor of Computer Science
- Bachelor of Economics and Finance
- Bachelor of International Studies
- Bachelor of Information Technology
- Bachelor of Mathematics and Finance
- Any other UOW undergraduate degree with a business-oriented major.

KEY PROGRAM FEATURES

- **Work and Study Integration:** Cadets gain valuable, paid full-time work experience while completing their undergraduate degree, offering a unique opportunity to apply classroom knowledge to real-world challenges. This integrated learning experience helps develop essential qualities such as effective time management, clear communication, adaptability, problem-solving, and collaboration. These skills are crucial for navigating complex work environments, enabling Cadets to thrive in dynamic teams and approach challenges with confidence. The combination of academic theory and practical application equips Cadets with a competitive edge, preparing them for successful careers in the business sector.
- **Placements:** Cadets rotate through a series of placements during the program, providing experience in a wide range of business functions. These 3-6-month placements can be adapted to the Cadet's individual development needs, culminating in a specialisation aligned with their career aspirations during the final 12 months of the Cadetship. The actual tasks assigned to a Cadet vary with each placement, depending on the goals of that unit or division and the projects available at that time, as well as the individual strengths and interests of each Cadet.



- **Financial and Academic Support:** Cadets receive a competitive starting salary of over \$50,000 per year, full tuition coverage for the duration of their degree, and allocated study time to attend classes, lectures and complete coursework. The program budget sits within the Talent and Organisational Development budget in People and Culture, therefore no costs are inflicted onto the divisions that the Cadets complete placements in.
- **Other Duties:** Cadets are given the unique opportunity to work on and manage projects with University-wide significance, such as the annual Vice-Chancellor's Awards, student enrolments, student focus groups, Orientation, and Graduation ceremonies.

| BENEFITS FOR CADET | BENEFITS FOR DIVISION |
|--|--|
| Cadets develop hard skills like technical expertise, project management, and analytical abilities, alongside soft skills such as communication, teamwork, adaptability, and problem-solving, preparing them for future career success. | Cadets are eager, motivated and always willing to learn, bringing a proactive “can-do” attitude that drives them to tackle challenges and actively support divisional goals. |
| Cadets have the opportunity to network extensively and establish valuable professional relationships. | Offers a team member the opportunity to develop individual leadership skills by supervising a Cadet. |
| Cadets engage in diverse and enriching projects, alongside operational tasks, to develop versatility in professional environments. | Cadets introduce a fresh “outsider” and/or a “student” perspective to the team, enabling them to offer new insights that may not be influenced by existing practices. |
| Cadets have the opportunity to apply academic theory to practical experiences within the organisation, gaining holistic knowledge that strengthens their understanding. | Cadets can complete projects aligned with unit or divisional needs, directly contributing to divisional objectives by addressing specific challenges or gaps. |
| Cadets are able to build a portfolio showcasing real-world experience, enhancing their appeal to future employers. | Cadets build a comprehensive understanding of operations across divisions, helping to identify gaps in processes and improve efficiency. |
| Cadets have the opportunity to observe diverse leadership styles across placements to refine own leadership approach. | Cadets can facilitate knowledge-sharing and collaboration across divisions through the interdepartmental relationships developed. |
| Cadets are challenged to adapt to new environments, tasks and team dynamics, promoting personal growth. | Cadets offer cost-effective support for projects that may otherwise be delayed or deprioritised. |

The Cadetship provides Cadets with a unique combination of work experience and education that opens the door to a myriad of positions in the competitive graduate job market. Graduates of the Cadetship have gone on to positions such as:

- IT Consultant
- Marketing Coordinator
- Human Resources Specialist
- Financial Project Manager
- Marketing and Corporate Strategy Manager
- Strategic Performance Analyst
- Governance and Policy Coordinator
- Analyst at the Department of Treasury
- Graduate roles at Qantas, Westpac, Reserve Bank of Australia, Department of Human Services, and other public sector roles.



“ Being a part of the Management Cadetship has opened so many new opportunities for my career now and in the future. Working full time straight out of high school whilst being able to study is a rare opportunity, and UOW really supports me to excel in both my professional and academic activities at the university.”

Portia Johnson

“ The Management Cadetship has given me the chance to work in key areas of a global organisation and study at one of Australia's leading Universities, straight out of high school. It is a unique opportunity that provides the foundational skills and experience for a great career.”

Jono Keyes

“ The Cadetship has been an invaluable opportunity to undertake practical work experience alongside my studies and combine my interests in data analytics and policy. I've had the pleasure of collaborating with inspiring colleagues on diverse and challenging projects, including UOW's Youth Climate Statement.”

Grace Mahon



For more information, scan the QR code to visit the Management Cadetship webpage, or contact Talent and Organisational Development at TOD-team@uow.edu.au.



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